

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1995.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) have assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1995 City Budget and from City Utilities

operating funds and other sources as may be specified by
the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON
COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil
City of Fort Wayne and of City Utilities, shall be
classified by the departments, titles and labor grades
herein designated, and that no changes be made in any
labor grade without the specific approval of the Common
Council except for those brought about by collective
bargaining with authorized representatives of City or
Utilities employees in accordance with the existing
collective bargaining agreements.

SECTION 2. That the following scale of
Minimum and Maximum Salaries is hereby fixed and
authorized as a scale for approved labor grades. It
shall be the City's policy that no employee shall be paid
below the minimum and the maximum will not be exceeded,
except for approved shift differentials, approved
longevity pay, approved overtime pay, approved technical
skill pay, approved educational bonus, approved clothing
allowance, or approved car allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
PART HEREOF IN ITS ENTIRETY.

This scale, as reflected on Exhibit "A", is an attempt to
maintain an orderly, consistent and competitive pay
policy. Actual adjustments in salaries within amounts
fixed herein by Council will result from 1) any general
increase to be specified subsequent to adoption of this
Ordinance, and/or 2) any adjustment to the base pay for

an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Human Resources and approved by Common Council.

LABOR GRADE

TITLE

CITY CLERK'S OFFICE

12	Chief Deputy
12	Research Assistant
10	Supervisor
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Violations Court Clerk
7	Receptionist/Clerk
UC (not to exceed \$39,125)	Council Attorney

PARKS AND RECREATION

19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C

	13	Supervisor A
1	12	Manager D
2	12	Administrative Assistant
3	12	Supervisor B
4	11	Supervisor C
5	11	Assistant Supervisor
6	11	Golf Green Superintendent
7	5	Payroll Specialist
8	UC (not to exceed \$14,635)	Golf Course Pro/Manager
9		
10		
11		<u>METRO HUMAN RELATIONS COMMISSION</u>
12	17	Executive Director
13	15	Deputy Director
14	15	Staff Attorney
15	12	Chief Investigator
16	10	Investigator III
17	9	Investigator II
18	9	Investigator I
19	8	Executive Secretary VIII
20		
21		<u>MAYOR'S OFFICE</u>
22	20	Chief of Staff
23	19	Director of Public Safety
24	14	Executive Assistant
25	11	Administrative Assistant
26	8	Executive Secretary VIII
27	7	Receptionist
28		
29		<u>Internal Audit</u>
30	17	Director of Internal Audit
31	13	Staff Auditor
32		
		<u>Public Information</u>
	14	Director, Public Information
	12	Public Information Officer

4

Executive Secretary IV

1

2

Neighborhood/Citizen's Advocate

3

14

Neighborhood/Citizen's Advocate

4

8

Assistant Citizen's Advocate

5

6

Law Department

7

UC

City Attorney (Corporation
Counsel)

8

(not to exceed \$39,976)

9

UC

Associate City Attorney

(not to exceed \$28,536)

10

18

Staff Attorney

11

9

Legal Research Secretary

12

13

Drug Regional Advisory Council

14

13

Co-Director/Governor's
Commission For A Drug-Free
Indiana

15

16

7

Executive Secretary VII

17

18

19

20

21

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

22

Bicentennial Celebration Council

23

15

Executive Director

24

14

Executive Assistant

25

5

Executive Secretary V

26

27

28

29

(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).

30

FINANCE AND ADMINISTRATION

31

19

Director of Finance &
Administration

32

18

Deputy Controller

15

Accounting Systems Manager

	15	Accounting Supervisor
1	11	Administrative Assistant
2		
3		<u>Property Management</u>
4	11	Property Manager
5		
6		<u>Human Resources</u>
7	18	Director of Human Resources
8	16	Associate Director of Human Resources
9		
10	14	Systems Manager
11	14	EEO/AA Administrator
12	12	Employment Specialist
13	11	Benefits Administrator
14	10	Office Manager
15	9	Administrative Assistant IX
16	7	Executive Secretary VII
17	5	Executive Secretary V
18	13	Supervisor of Payroll Services
19	10	Payroll Administrator III
20	9	Payroll Administrator II
21	9	Payroll Administrator I
22		
23		<u>Risk Management</u>
24	14	Risk Manager
25	11	Safety Claims/Investigator
26	9	Administrative Assistant IX
27	7	Executive Secretary VII/Receptionist
28		
29		<u>Purchasing Services</u>
30	16	Director of Purchasing Services
31	13	Assistant Director of
32		Purchasing Services

Office & Administrative Services (C.U.)

1	7	Executive Clerical Secretary
2	5	Executive Clerical Assistant

3

4 PUBLIC WORKS

5	19	Director
6	16	Associate Director
7	12	Clerk to Board
8	9	Executive Secretary IX

9

10 Solid Waste

11	13	Solid Waste Manager
12	12	Administrative Assistant

13

14 City Engineer

15	18	City Engineer
16	8	Executive Secretary VIII

17

18 Transportation Engineering

19	18	Director
20	15	Finance Manager
21	8	Executive Secretary VIII

22

23 Street Engineering

24	16	Street Engineer
25	15	Assistant Director of Street Engineering

26

27 Traffic Engineering

28	16	Director of Traffic Engineering/ Street Light Engineering
29	15	Assistant Director of Traffic Engineering
30		
31	14	Signal Superintendent
32	13	Sign and Marking Supervisor

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32

13 Signal Foreman

Street Department

18 Director of
Transportation/Operations

13 Assistant Street Commissioner

12 General Foreman

Garage

12 Garage Supervisor

Street Light Engineering

14 Superintendent of St. Lighting
Warehouse

Technical Services

16 Supervisor

CITY UTILITIES

Utilities Administration

19 Director of City Utilities

16 Associate Director of City
Utilities

9 Executive Secretary IX

Data Control

15 Billing Systems Manager

13 Administrative Assistant

GIS

16 Supervisor of Technical
Services/IMS

15 GIS Analyst

1		<u>Water Engineering</u>	
2	16	Manager of Water Engineering	
3	8	Executive Secretary VIII	
4			
5		<u>Filtration Plant</u>	
6	17	Superintendent	
7	16	Assistant Superintendent	
8	15	Maintenance Supervisor	
9	13	Chief Operator	
10	12	Senior Analytical Chemist	
11	12	Administrative Assistant	
12			
13		<u>Water Maintenance & Service</u>	
14	16	Superintendent	
15	14	Supervisor	
16	12	Assistant Supervisor of Service	
17	12	General Foreman	
18			
19		<u>Water Pollution Control Engineering</u>	
20	16	Manager of W P C Engineering/Sanitary	
21			
22	8	Executive Secretary VIII	
23			
24		<u>Water Pollution Control Plant</u>	
25	17	Superintendent	
26	16	Manager of Operations	
27	15	Supervisor of Industrial Waste	
28	&	Control	
29	15	Supervisor of Maintenance	
30	14	Chief Chemist	
31	13	Assistant Chemist	
32			

13	Assistant Supervisor of Maintenance
13	Agronomist
	<u>Water Pollution Control Maintenance</u>
16	Superintendent
12	General Foreman
	<u>Stormwater Engineering</u>
16	Manager of Stormwater Engineering
8	Executive Secretary VIII
	<u>Stormwater Maintenance</u>
14	Assistant Superintendent
12	General Foreman
	<u>Customer Relations</u>
13	Supervisor
13	Supervisor/Senior Permit Specialist
	<u>Meter Reading</u>
13	Supervisor/Chief Meter Reader
	<u>General Accounting</u>
14	Supervisor
11	Project Accountant
	<u>Water Resources</u>
17	Chief Engineer
	<u>COMMUNITY AND ECONOMIC DEVELOPMENT</u>
19	Director
17	Fiscal Administrator

	16	Community Development Projects Administrator
1		
2	13	Community Development Specialist
3	12	Staff Accountant
4	9	Office Manager
5	8	Executive Secretary VIII
6		
7		<u>Planning</u>
8	18	Director of Planning
9	16	Senior Planner (Planner III)
10	14	GIS Planner
11	13	Long Range Planner II
12	13	Long Range/Data Planner II
13	13	Land Use Management Planner II
14	12	Land Use Planner I
15	12	Long Range Planner I
16	12	Neighborhood Planner I
17	12	Historic Preservation Planner I
18	10	Historic Preservation Assistant
19		
20		<u>Economic Development</u>
21	18	Director of Economic Development
22	15	Sr. Economic Development Specialist
23	14	Business Development Specialist/UEA Administrator
24		
25	13	Economic Development Specialist
26	11	Asst. Business Development Specialist
27	10	Administrative Assistant X
28	7	Executive Secretary VII
29	6	Executive Secretary VI
30		
31		
32		

Redevelopment

1	18	Director of Redevelopment
2	13	Redevelopment Specialist
3	10	Bookkeeper/Accountant

Neighborhood Code Enforcement

6	17	NCE Administrator
7	14	Enforcement Manager
8	13	Case Systems Manager
9	12	Legal Assistant

Housing and Neighborhood Development Services

12	17	HANDS Administrator
13	14	Loan Processing Manager
14	14	Program Development Manager
15	14	Construction Manager
16	13	Tax Reversion Property Manager
17	9	Administrative Assistant
18	7	Executive Secretary VII

Contract Compliance

21	17	Compliance Administrator
22	11	Compliance Officer
23	7	Executive Secretary VII

ANIMAL CONTROL

26	15	Director of Animal Control
27	12	Office Supervisor
28	11	Supervisor
29	11	Humane Education Specialist

COMMUNICATIONS

1	17	Chief of Communications
2	15	Director of Operations
3	13	Supervisor of Dispatchers
4	13	Supervisor of Technicians
5	13	Assistant Director of Operations
6	12	Electronics Technician
7	9	Administrative Assistant

SECTION 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1995. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 6. That, in addition to the compensation provided for herein: The Corporation Counsel shall receive not more than \$5,520 for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-7-4

1 which additional compensation shall be paid from the
2 revenues of the appropriate utility or function. The
3 Corporation Counsel shall also receive an additional sum
4 not to exceed \$10,500 for services provided in connection
5 with the City Self-Insurance Program involving matters
6 not in litigation. That, so long as the City does not
7 employ a full-time Labor Relations Director (Labor Grade
8 14) the Corporation Council shall receive \$10,500
9 additional annual compensation for services provided in
10 connection with collective bargaining matters involving
the Civil City and its Utilities.

11 That, in addition, the following legal services are
12 recognized as extraordinary services and shall entitle
13 any part-time member of the Law Department performing
14 such services to additional compensation at the rate of
15 \$110.00 per hour, or such other appropriate compensation
16 as determined by the Board of Public Works:

17
18 A.) Bond issues and related financial
19 matters, including Bond issues related to
20 the Economic
21 Development Commission where the fees for
22 said issues are paid by the Bond
23 applicant.

24
25 B.) Annexation litigation following the
26 filing of a remonstrance.

27
28 C.) Condemnation litigation following the
29 filing of exceptions to the appraisers'
30 report.

1 D.) All matters relating to defense of claims
2 against the Fort Wayne Police Department
3 following the filing of a complaint.

4 E.) All matters involving a challenge to the
5 constitutionality of any act or omission
6 by the City or one of its employees
7 following the filing of a complaint in
8 court.

9
10 F.) All matters relating to intervention in
11 utility rate cases following the filing
12 of a petition of a petition to intervene,
13 or other appearances before the U.R.C.

14
15 G.) All matters relating to litigation where
16 the amount in controversy exceeds
17 \$50,000, following the filing of a
18 complaint in court.

19
20 H.) All matters relating to litigation where
21 any recovery against the City or its
22 employees would be paid from the City's
23 Self-Insurance Fund.

24
25 I.) All matters involving collective
26 bargaining arbitrations.

27
28 J.) Matters relating to the Fort Wayne
29 Redevelopment Commission covered by a
30 separate contract.

1 Any and all payments to be made hereunder for
2 extraordinary services, shall be subject to completion of
3 appropriate claims required by the State Board of
4 Accounts and shall be subject to the final approval by
5 the City Controller.

6 Nothing in this agreement shall prevent the use of
7 other attorneys or firms to perform extraordinary
8 services, subject, however, to the provisions of I.C. 36-
9 4-9-12.

10 SECTION 7. From and after the first day of
11 January, 1995, all appointed officers, employees,
12 deputies, assistants, departmental and institutional
13 heads of the Civil City and City Utilities will be paid
14 according to this, the above and following provisions of
15 this ordinance, subject to budgetary limitations,
16 collective bargaining agreements, future changes or
17 amendments enacted by Common Council.

18 SECTION 8. That all Departments subject to
19 this Ordinance will conform to the Official City's
20 Personnel Policies and Procedures relating to hiring,
21 pay, and other related practices, approved by the Mayor
22 and administered by the City's Human Resources
23 Department.

24 SECTION 9. If any section, clause,
25 sentence, paragraph or part or provisions of this
26 Ordinance be found invalid or void by a Court of
27 competent jurisdiction, it shall be conclusively presumed
28 that this Ordinance would have passed by the Common
29 Council without such invalid section, clauses,
30 paragraph, part or provisions, and the remaining parts of
31 the Ordinance will remain in effect.

32 SECTION 10. The Municipal Code of the City
of Fort Wayne references, in codification form, salary

ordinances previously adopted by the City Council for
past years. Such salary ordinances have a duration of
one year and thus, with the exception of the 1994 salary
ordinance, have expired. However, to avoid confusion, it
is hereby stated that commencing January 1, 1995, any
conflict between the terms and conditions hereof and any
previous ordinance shall be resolved in favor of this
ordinance.

SECTION 11. Two copies of all attachments
and Exhibits referred to in this Ordinance shall be kept
on file with the City Clerk of Fort Wayne for the purpose
of public inspection.

SECTION 12. This Ordinance shall be in full
force and effect from and after its passage and approval
by the Mayor.



Councilmember

APPROVED AS TO FORM
AND LEGALITY



J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1995

LABOR GRADE	MINIMUM	MAXIMUM
1	\$11,404	\$16,356
2	12,829	18,400
3	14,254	20,445
4	15,682	22,493
5	17,106	24,536
6	18,532	26,579
7	19,957	28,625
8	21,382	30,669
9	22,769	32,714
10	24,233	34,758
11	25,658	36,802
12	27,085	39,460
13	28,511	40,894
14	29,934	42,933
15	31,361	44,978
16	34,588	49,608
17	38,477	55,201
18	42,707	61,252
19	50,570	71,178
20	51,582	72,601

Read the first time in full and on motion by Delmuth, seconded by _____, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____ day of _____, 19____, at _____ o'clock _____ M., E.S.T.

DATED: 9-6-94

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Delmuth, seconded by _____, and duly adopted, placed on its passage. PASSED ~~lost~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>6</u>	<u>1</u>		<u>2</u>
BRADBURY		<u>✓</u>		
EDMONDS	<u>✓</u>			
GIAQUINTA	<u>✓</u>			
HENRY				<u>✓</u>
LONG	<u>✓</u>			<u>✓</u>
LUNSEY	<u>✓</u>			
RAVINE	<u>✓</u>			
SCHMIDT	<u>✓</u>			
TALARICO	<u>✓</u>			

DATED: 9-27-94

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) _____ (APPROPRIATION) _____ (GENERAL) _____ (SPECIAL) _____ (ZONING) _____ ORDINANCE RESOLUTION NO. S-71-94 on the 27th day of September, 1994

ATTEST:

(SEAL)

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Archie Lunsay
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th day of September, 1994, at the hour of 11:30 o'clock PM, M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 28th day of September, 1994, at the hour of 4:05 o'clock PM, M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR



The City of Fort Wayne

Paul Helmke, Mayor

24-Hour Job Line (219) 427-1186
Benefits Administration (219) 427-1198
EEO/Affirmative Action (219) 427-1180
Labor Relations (219) 427-1180
Payroll (219) 427-1292
Personnel (219) 427-1180
TDD (219) 427-1180
FAX (219) 427-1393

Department of Human Resources
Room 380

M E M O R A N D U M

To: Members of the City of Ft. Wayne Common Council

From: Nelson Peters, Director of Human Resources

Subject: 1995 Salary Ordinance

J-94-09-02

Date: August 29, 1994

I have enclosed for your review, two copies of the 1995 Salary Ordinance. The first draft contains changes to be made to the ordinance. These are represented in **bold**. Additionally, those positions to be deleted are highlighted with a line drawn through. The second draft is the actual ordinance being proposed for passage. The ordinance was presented to the Salary Review Committee on August 29, 1994. It is my understanding that the Ordinance will be introduced to you on September 6, 1994.

Attached to the ordinance are other sources which should help you to identify the changes in the document. You will find a breakdown of changes by department and a brief explanation regarding each change. You should also have a printout which details groups of changes by additions, deletions, name changes, etc.

The ordinance appears to contain only four new positions for which dollars have not previously been budgeted. The other new positions come about as a result of consolidation of positions or the changing of titles.

I hope you find this information useful. Should you have any questions regarding this ordinance, please don't hesitate to let me know.

Enclosures

Admn Appr _____

DIGEST SHEET

TITLE OF ORDINANCE: Amendment to Special Ordinance No. S-92-93 to correct labor grade designations for specific positions of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1995.

DEPARTMENT REQUESTING ORDINANCE: Human Resources

SYNOPSIS OF ORDINANCE: This ordinance will fix the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1995.

EFFECT OF PASSAGE: Correction/upgrade of listed positions.

EFFECT OF NON-PASSAGE: Positions remain at current labor grades from the 1994 Salary Ordinance.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS): None

ASSIGNED TO COMMITTEE (PRESIDENT): _____



The City of Fort Wayne

Paul Helmke, Mayor

24-Hour Job Line (219) 427-1186
Benefits Administration (219) 427-1198
EEO/Affirmative Action (219) 427-1180
Labor Relations (219) 427-1180
Payroll (219) 427-1292
Personnel (219) 427-1180
TDD (219) 427-1180
FAX (219) 427-1393

Department of Human Resources

Room 380

MEMORANDUM

TO: MEMBERS OF THE CITY COUNCIL

FROM: F. NELSON PETERS, IV
DIRECTOR OF HUMAN RESOURCES

DATE: September 13, 1994

SUBJECT: AMENDMENTS TO THE 1995 SALARY ORDINANCE

* * * * *

These amendments are being proposed as a result of the Salary Review Committee recommendations. They are as follows:

<u>Department</u>	<u>Changes</u>
1. Finance and Administration	Increase labor grade of the Administrative Assistant position from 9 to 11. (Pg. 5)
2. Human Resources	Increase labor grade of the Benefits Administrator position from 10 to 11. (Pg. 6)
3. Purchasing Services	Increase labor grade of the Associate Director of Purchasing Services position from 10 to 13. (Pg. 6)
4. Street Department	Increase labor grade of the General Foreman from 10 to 12. (Pg. 7)
5. General Accounting	Increase labor grade of the Supervisor position from 13 to 14. (Pg. 9)
6. General Accounting	Increase labor grade of the Project Accountant position from 10 to 11. (Pg. 9)
7. C & ED	Increase the labor grade of the Community Development Specialist from 12 to 13. (Pg. 9)

These upgrades have not been reviewed by the Salary Review Committee. They are as follows:

<u>Department</u>	<u>Changes</u>
1. Internal Audit	Increase labor grade of the Staff Auditor position from 11 to 13. (Pg. 4)
2. Filtration Plant	Increase labor grade of the Administrative Assistant from 9 to 12. (Pg. 8)

- | | |
|-------------------|--|
| 3. Redevelopment | Increase labor grade of the Bookkeeper/Accountant from 9 to 10. (Pg. 10) |
| 4. HANDS | Increase the labor grade of the Construction Manager from 12 to 14. (Pg. 11) |
| 5. Animal Control | Change job title to Director of Animal Control. (Pg. 11) |

These amendments are additions, deletions, or decreases in labor grade for the 1995 Salary Ordinance.

<u>Department</u>	<u>Changes</u>
1. Neighborhood/Citizen's Advocate	Delete the position of Veterans' Service Officer. (Pg. 4)
2. Drug Regional Advisory Council	Decrease labor grade of the Executive Secretary VIII from 8 to 7 (Executive Secretary VII). (Pg.5)
3. Property Management	Add new department name to the Finance and Administration Division. (Pg. 5)
4. Property Management	Move Property Manager position (LG 11) from Finance and Administration to Property Management Department. (Pg. 5)
5. Risk Management	Delete the position Executive Secretary IX and add Administrative Assistant IX at labor grade 9. (Pg. 6)
6. <u>PUBLIC WORKS</u>	Add the position of Associate Director with a labor grade of 16. (Pg. 6)
7. Solid Waste	Add new department name to the Public Works Division. (Pg. 6)
8. Solid Waste	Move Solid Waste Manager position (LG 13) from Public Works to Solid Waste Department. (Pg. 6)
9. City Engineer	Delete C.U. from the title of City Engineer Department. (Pg. 7)
10. City Engineer	Delete the position Project Coordinator/Leader. (Pg. 7)
11. Transportation Engineering	Add the new position of Finance Manager at a labor grade of 15. (Pg. 7)
12. Street Engineering	Delete Assistant Street Engineer labor grade 15 and add Assistant Director of Street Engineering labor grade 15. (Pg. 7)

- | | |
|-----------------------------------|--|
| 13. Traffic Engineering | Delete Traffic Engineer labor grade 16, and add Director of Traffic Engineering/Street Light Engineering labor grade 15. (Pg. 7) |
| 14. Traffic Engineering | Delete Assistant Traffic Engineer labor grade 15, and add Assistant Director of Traffic Engineering labor grade 15. (Pg. 7) |
| 15. Traffic Engineering | Delete the position Signal Line Foreman and add the position Signal Foreman at a labor grade 13. (Pg. 7) |
| 16. Garage | Delete C.U. from the title of the Garage Department. (Pg. 7) |
| 17. Garage | Delete the position of Executive Secretary VII. (Pg. 7) |
| 18. Street Light Engineering | Delete the position of Chief Lighting Engineer. (Pg. 7) |
| 19. Technical Services | Delete C.U. from the title of the Technical Services Department. (Pg. 7) |
| 20. Right of Way | Delete the department Right of Way. (Pg. 7) |
| 21. Right of Way | Delete the position of Director in the department of Right of Way. (Pg. 7) |
| 22. GIS | Create the new department of GIS under the City Utilities Division. (Pg. 8) |
| 23. GIS | Move the Supervisor of Technical Services/IMS (LG 16) and GIS Analyst (LG 15) from City Engineer Department to the new GIS department. (Pg. 8) |
| 24. Data Control | Add new department name under Utilities Administration. (Pg. 8) |
| 25. Data Control | Delete the position of Accounting System Manager/System Manager (LG 15) and add the title of Billing Systems Manager (LG 15). (Pg. 8) |
| 26. Data Control | Add new position of Administrative Assistant labor grade 13. (Pg. 8) |
| 27. Filtration Plant | Delete the position of Administrative Assistant IX (LG 9). (Pg. 8) |
| 28. Water Pollution Control Plant | Delete the position of Programs Manager (LG 13). (Pg. 9) |
| 29. Stormwater Engineering | Delete the Assistant Chief Engineer/Drainage, labor grade 16, and add the Assistant Chief Engineer/Stormwater, labor grade 16. (Pg. 9) |

SALARY ORDINANCE CHANGES FOR 1995

POSITION CHANGES
FROM ONE DEPARTMENT TO ANOTHER DEPARTMENT:

<u>POSITION:</u>	<u>LG</u>	<u>FROM:</u>	<u>TO:</u>
1. Solid Waste Manager	13	PUBLIC WORKS	Solid Waste
2. Administrative Assistant	12	PUBLIC WORKS	Solid Waste
3. Billing System Manager	15	Utilities Admin.	Data Control
4. Super. of Tech. Serv/IMS	16	City Engineer	GIS
5. GIS Analyst	15	City Engineer	GIS

NEW DEPARTMENTS/NEW POSITIONS:

COMMENTS:

PUBLIC WORKS

1. Associate Director	Labor Grade 16	To be reviewed by the Salary Review Committee.
-----------------------	----------------	--

2. <u>Solid Waste</u>		Create a new department under Public Works Division.
-----------------------	--	--

3. <u>Property Management</u>		Create a new department under Finance and Administration.
-------------------------------	--	---

4. <u>GIS</u>		Create a new department under City Utilities Division.
---------------	--	--

Transportation Engineering

5. Finance Manager	Labor Grade 15	To be reviewed by the Salary Review Committee.
--------------------	----------------	--

6. <u>Data Control</u>		Create a new department under Utilities Administration.
------------------------	--	---

Data Control

7. Administrative Assistant	Labor Grade 13	To be reviewed by the Salary Review Committee.
-----------------------------	----------------	--

Planning

8. Land Use Planner I	Labor Grade 12	To be reviewed by the Salary Review Committee.
-----------------------	----------------	--

TITLE CHANGES:

<u>FROM:</u>	<u>LG:</u>	<u>TO:</u>	<u>LG:</u>
<u>Risk Management</u>			
1. Executive Secretary IX	9	Administrative Assistant IX	9
<u>Street Engineering</u>			
2. Assistant Street Engineer	15	Assistant Director of Street Engineering	15
<u>Traffic Engineering</u>			
3. Traffic Engineer	16	Director of Traffic	

SALARY ORDINANCE CHANGES FOR 1995

2

		Engineering/Street Light Engineering	16
<u>Traffic Engineering</u>			
4. Assistant Traffic Engineer	15	Assistant Director of Traffic Engineering	16
<u>Traffic Engineering</u>			
5. Signal Line Foreman	13	Signal Foreman	13
<u>Utilities Administration</u>			
6. Accounting System Manager/ System Manger	15	<u>Data Control</u> Billing Systems Manager	15
<u>Stormwater Engineering</u>			
7. Assistant Chief Engineer/ Drainage	16	Assistant Chief Engineer/ Stormwater	16
<u>Planning</u>			
8. Informations/Data System Planner II	13	Long Range/Data Planner II	13
<u>Animal Control</u>			
9. Shelter Manager	15	Director of Animal Control	15

INCREASED/DECREASED LABOR GRADES:

	<u>FROM:</u>	<u>TO:</u>	<u>COMMENTS:</u>
<u>Internal Audit</u>			
1. Staff Auditor	11	13	To be reviewed by the Salary Review Committee.
<u>Drug Regional Advisory Council</u>			
2. Executive Secretary	8	7	Drug Regional Council approved change effective 7/1/92.
<u>FINANCE AND ADMINISTRATION</u>			
3. Administrative Assistant	9	11	Approved by the Salary Review Committee.
<u>Human Resources</u>			
4. Benefits Administrator	10	11	Approved by the Salary Review Committee.
<u>Purchasing Services</u>			
5. Assistant Director of Purchasing Services	10	13	Approved by the Salary Review Committee.
<u>Street Department</u>			
6. General Foreman	10	12	Approved by the Salary Review Committee.
<u>Filtration Plant</u>			
7. Administrative Assistant	9	12	To be reviewed by the Salary Review Committee.
<u>General Accounting</u>			
8. Supervisor	13	14	Approved by the Salary Review Committee.
9. Project Accountant	10	11	Approved by the Salary Review Committee.
<u>COMMUNITY AND ECONOMIC DEVELOPMENT</u>			
10. Community Development Specialist	12	13	Approved by the Salary Review Committee.
<u>Redevelopment</u>			
11. Bookkeeper/Accountant	9	10	To be reviewed by the Salary Review Committee.
<u>Housing and Neighborhood Development Services</u>			

11. Construction Manager 12 14 To be reviewed by the Salary Review Committee.

DELETIONS:TITLES DELETED:FROM:

1. Veterans' Service Officer	<u>Neighborhood/Citizens' Advocate</u>
2. Executive Secretary VIII	<u>Drug Regional Advisory Council</u>
3. Executive Secretary IX	<u>Risk Management</u>
4. <u>C.U.</u>	<u>City Engineer</u>
5. Project Coordinator/Leader	<u>City Engineer</u>
6. Signal Line Foreman	<u>Traffic Engineering</u>
7. <u>C.U.</u>	<u>Garage</u>
8. Executive Secretary VII	<u>Garage</u>
9. Chief Lighting Engineer	<u>Street Light Engineering</u>
10. <u>C.U.</u>	<u>Technical Services</u>
11. <u>Right of Way Department</u>	<u>Right of Way</u>
12. Director	<u>Right of Way</u>
13. Senior Analytical Chemist	<u>Filtration Plant</u>
14. Administrative Assistant IX	<u>Filtration Plant</u>
15. Accounting System Manager/System Manager	<u>Utilities Administration</u>
16. Program Manager	<u>Water Pollution Control Plant</u>
17. Assistant Chief Engineer/Drainage	<u>Stormwater Engineering</u>
18. Information/Data System Planner II	<u>Planning</u>
19. Shelter Manager	<u>Animal Control</u>

M E M O R A N D U M

TO: Sandy Kennedy, City Clerk
FROM: Nelson Peters, Director of Human Resources *NP*
DATE: September 28, 1994
SUBJECT: Department Name Changes due to I.C. 25-31-1-34

Per Council directive on September 27, 1994, I would appreciate the following amendments to the 1995 Salary Ordinance (S-94-09-02).

- p.9 Water Engineering, Assistant Chief Engineer/Water amended to Manager of Water Engineering
- p.9 Water Pollution Control Engineering, Assistant Chief Engineer/Sanitary amended to Manager of WPC Engineering/Sanitary
- p.10 Stormwater Engineering, Assistant Chief Engineer/Stormwater amended to Manager of Stormwater Engineering

I thank you in advance for your attention to this matter. If you should have any questions, please don't hesitate to call.

13 Assistant Supervisor of
Maintenance

13 Agronomist

Water Pollution Control Maintenance

16 Superintendent

12 General Foreman

Stormwater Engineering

16 Assistant Chief
Engineer/Stormwater

8 Executive Secretary VIII

Stormwater Maintenance

14 Assistant Superintendent

12 General Foreman

Customer Relations

13 Supervisor

13 Supervisor/Senior Permit
Specialist

Meter Reading

13 Supervisor/Chief Meter Reader

General Accounting

14 Supervisor

11 Project Accountant

Water Resources

17 Chief Engineer

COMMUNITY AND ECONOMIC DEVELOPMENT

19 Director

17 Fiscal Administrator

1		<u>Water Engineering</u>	
2	16	Assistant Chief Engineer/Water	
3	8	Executive Secretary VIII	
4			
5		<u>Filtration Plant</u>	
6	17	Superintendent	
7	16	Assistant Superintendent	
8	15	Maintenance Supervisor	
9	13	Chief Operator	
10	12	Senior Analytical Chemist	
11	12	Administrative Assistant	
12			
13		<u>Water Maintenance & Service</u>	
14	16	Superintendent	
15	14	Supervisor	
16	12	Assistant Supervisor of Service	
17	12	General Foreman	
18			
19		<u>Water Pollution Control Engineering</u>	
20			
21	16	Assistant Chief Engineer/Sanitary	
22	8	Executive Secretary VIII	
23			
24		<u>Water Pollution Control Plant</u>	
25	17	Superintendent	
26	16	Manager of Operations	
27	15	Supervisor of Industrial Waste	
28	&	Control	
29	15	Supervisor of Maintenance	
30	14	Chief Chemist	
31	13	Assistant Chemist	
32			

BILL NO. S-94-09-02

REPORT OF THE COMMITTEE ON
FINANCE
CLETUS R. EDMONDS - DONALD J. SCHMIDT - CO-CHAIR
ARCHIE L. LUNSEY
DAVID C. LONG

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of each
and every appointed officer, employee, deputy assistant, departmental
and institutional head of the Civil City and City Utilities of the City
of Fort Wayne, Indiana for the year 1995

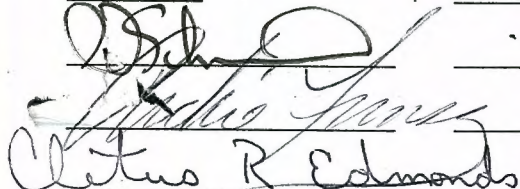
HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (~~RESOLUTION~~)

DO PASS

DO NOT PASS

ABSTAIN

NO REC


Cletus R. Edmonds

DATED: 9-27-94

Sandra E. Kennedy
City Clerk